

IN THE MATTER of the complaint of Maria Ballesta of 1030 Castlefield Avenue, Apartment 412, Toronto, Ontario, that she was discriminated against in employment by reason of being dismissed, being refused employment, or being refused to be continued to be employed, and/or with regard to a term or condition of employment, because of sex by Mr. Keith Walton and MacIver and Lines Limited, their servants and agents 3249 Lenworth Drive, Mississauga, Ontario.

DECISION AND ORDER

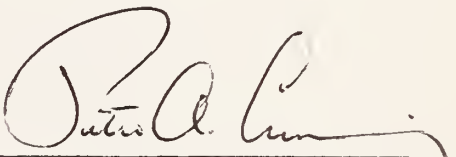
UPON the Complaint of Maria Ballesta, and upon my appointment as a Board of Inquiry under the Ontario Human Rights Code, to hear and decide the above-mentioned Complaint, and the hearing having commenced on Tuesday, the 31st day of July, 1979, and with the consent of all parties:

1. Pursuant to s. 4 of the Statutory Powers Procedure Act, S.O., 1971, c.47, and pursuant to the Ontario Human Rights Code R.S.O., 1970, c.318, as am., the parties to this hearing agree and consent to this DECISION of this tribunal, and further agree and consent to the ORDER hereby given.
2. IT IS ORDERED that the corporate Respondent, MacIver & Lines Limited shall deliver, immediately, to the Complainant, Maria Ballesta, a letter, expressing its regret that any occurrence of the nature described, took place. At the same time, the corporate Respondent indicates its lack of awareness of the incidents complained of, until the receipt of a telephone call from the Complainant's sister.
3. AND IT IS ORDERED that the personal Respondent, Keith Walton, shall deliver immediately a letter to the Complainant, Maria Ballesta, apologizing for the incidents described in the Complaint, and apologizing for any humiliation or embarrassment that she may have been caused.



4. AND IT IS ORDERED that the corporate Respondent, MacIver & Lines Limited, and the Ontario Human Rights Commission, shall agree on a time when the Ontario Human Rights Commission may conduct a seminar at the premises of the corporate Respondent, for the purpose of reviewing the goals and objectives of the Ontario Human Rights Code. As well, the corporate Respondent shall post on its premises, a Declaration of Management Policy, indicating its desire to uphold the Ontario Human Rights Code.

5. AND IT IS FURTHER ORDERED that the corporate Respondent agrees to compensate the Complainant, Maria Ballesta, in the sum of THREE THOUSAND, FIVE HUNDRED DOLLARS (\$3,500.00), of which FIVE HUNDRED DOLLARS (\$500.00) represents lost wages, and THREE THOUSAND DOLLARS (\$3,000.00) represents compensation for pain and suffering.



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Peter A. Cumming  
Chairman



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The Ontario Human Rights  
Commission  
439 University Avenue  
Toronto, Ontario